Texas Teacher Evaluation and Support System (T-TESS)

1. T-TESS Rubric Formal 1 Summary for Early Childhood through 6 (EC-6) Candidates in Spring 2017

Table 1

EC-6 Face-to-Face T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	4	50	11	0	0	0	2.89	0.47	3
Data and Assessment Dimension 1.2	0	2	41	22	0	0	0	2.69	0.52	3
Knowledge of Students Dimension 1.3	0	5	42	18	0	0	0	2.80	0.56	3
Activities Dimension 1.4	0	5	43	16	1	0	0	2.80	0.59	3
Achieving Expectations Dimension 2.1	0	4	42	18	1	0	0	2.75	0.58	3
Content Knowledge and Expertise Dimension 2.2	0	5	42	18	0	0	0	2.80	0.56	3
Communication Dimension 2.3	0	5	40	19	1	0	0	2.75	0.61	3
Differentiation Dimension 2.4	0	3	40	22	0	0	0	2.71	0.55	3
Monitor and Adjust Dimension 2.5	0	7	42	15	1	0	0	2.85	0.61	3
Classroom Environment, Routines and Procedures	0	6	48	11	0	0	0	2.92	0.51	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	6	45	13	1	0	0	2.86	0.58	3
Classroom Culture Dimension 3.3	0	7	46	11	1	0	0	2.91	0.57	3

Professional Demeanor and Ethics Dimension 4.1	0	9	48	8	0	0	0	3.02	0.51	3
Goal Setting Dimension 4.2	0	3	41	21	0	0	0	2.72	0.54	3
Professional Development Dimension 4.3	0	2	33	22	0	8	0	2.65	0.55	3

EC-6 Completer T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	2	10	1	0	1	1	3.08	0.47	3
Data and Assessment Dimension 1.2	0	2	9	2	0	1	1	3.00	0.55	3
Knowledge of Students Dimension 1.3	2	0	10	1	0	1	1	3.23	0.80	3
Activities Dimension 1.4	2	3	6	4	0	0	0	3.20	0.98	3
Achieving Expectations Dimension 2.1	0	2	9	3	1	0	0	2.80	0.75	3
Content Knowledge and Expertise Dimension 2.2	1	2	11	1	0	0	0	3.20	0.65	3
Communication Dimension 2.3	2	0	11	2	0	0	0	3.13	0.81	3
Differentiation Dimension 2.4	0	2	11	2	0	0	0	3.00	0.52	3
Monitor and Adjust Dimension 2.5	0	2	10	3	0	0	0	2.93	0.57	3
Classroom Environment, Routines and Procedures Dimension 3.1	0	2	11	2	0	0	0	3.00	0.52	3
Managing Student Behavior Dimension 3.2	0	0	13	1	1	0	0	2.80	0.54	3
Classroom Culture Dimension 3.3	1	1	11	2	0	0	0	3.07	0.68	3

Professional Demeanor and Ethics Dimension 4.1	2	1	12	0	0	0	0	3.33	0.70	3
Goal Setting Dimension 4.2	0	2	10	1	0	1	1	3.08	0.47	3
Professional Development Dimension 4.3	2	0	9	2	0	1	1	3.15	0.86	3

2. T-TESS Rubric Formal 1 Summary for Middle Level Grades MLG candidates in Spring 2017

Table 3

MLG English Language Arts and Reading (ELAR) 4-8 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	0	1	1	0	0	0	2.50	0.50	3, 2
Data and Assessment Dimension 1.2	0	0	1	1	0	0	0	2.50	0.50	3, 2
Knowledge of Students Dimension 1.3	0	0	1	1	0	0	0	2.50	0.50	3, 2
Activities Dimension 1.4	0	0	1	1	0	0	0	2.50	0.50	3, 2
Achieving Expectations Dimension 2.1	0	0	1	1	0	0	0	2.50	0.50	3, 2
Content Knowledge and Expertise Dimension 2.2	0	0	1	1	0	0	0	2.50	0.50	3, 2
Communication Dimension 2.3	0	0	1	1	0	0	0	2.50	0.50	3, 2
Differentiation Dimension 2.4	0	0	1	1	0	0	0	2.50	0.50	3, 2
Monitor and Adjust Dimension 2.5	0	0	1	1	0	0	0	2.50	0.50	3, 2

Classroom Environment, Routines and Procedures	0	0	1	1	0	0	0	2.50	0.50	3, 2
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	0	1	1	0	0	0	2.50	0.50	3, 2
Classroom Culture Dimension 3.3	0	0	1	1	0	0	0	2.50	0.50	3, 2
Professional Demeanor and Ethics Dimension 4.1	0	0	1	1	0	0	0	2.50	0.50	3, 2
Goal Setting Dimension 4.2	0	0	1	1	0	0	0	2.50	0.50	3, 2
Professional Development Dimension 4.3	0	0	1	1	0	0	0	2.50	0.50	3, 2

MLG Math 4-8 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	1	10	1	0	0	0	3.00	0.41	3
Data and Assessment Dimension 1.2	0	1	10	1	0	0	0	3.00	0.41	3
Knowledge of Students Dimension 1.3	0	1	10	1	0	0	0	3.00	0.41	3
Activities Dimension 1.4	0	1	10	1	0	0	0	3.00	0.41	3
Achieving Expectations Dimension 2.1	0	1	10	1	0	0	0	3.00	0.41	3
Content Knowledge and Expertise Dimension 2.2	0	1	10	1	0	0	0	3.00	0.41	3
Communication Dimension 2.3	0	1	10	1	0	0	0	3.00	0.41	3

Differentiation Dimension 2.4	0	2	9	1	0	0	0	3.08	0.49	3
Monitor and Adjust Dimension 2.5	0	1	10	1	0	0	0	3.00	0.41	3
Classroom Environment, Routines and Procedures Dimension 3.1	0	1	10	1	0	0	0	3.00	0.41	3
Managing Student Behavior Dimension 3.2	0	2	9	1	0	0	0	3.08	0.49	3
Classroom Culture Dimension 3.3	0	1	10	1	0	0	0	3.00	0.41	3
Professional Demeanor and Ethics Dimension 4.1	0	1	10	1	0	0	0	3.00	0.41	3
Goal Setting Dimension 4.2	0	1	8	3	0	0	0	2.83	0.55	3
Professional Development Dimension 4.3	0	0	8	3	0	1	0	2.73	0.45	3

MLG Science 4-8 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT	N/A	N/A	Mean	St.	Mode
					NEEDED				Devi	
Standards and Alignment Dimension 1.1	0	1	1	0	0	0	0	3.50	0.50	4, 3
Data and Assessment Dimension 1.2	0	0	2	0	0	0	0	3.00	0.00	3
Knowledge of Students Dimension 1.3	0	0	2	0	0	0	0	3.00	0.00	3
Activities Dimension 1.4	0	0	2	0	0	0	0	3.00	0.00	3

Achieving Expectations Dimension 2.1	0	0	2	0	0	0	0	3.00	0.00	3
Content Knowledge and Expertise Dimension 2.2	0	1	1	0	0	0	0	3.50	0.50	4,3
Communication Dimension 2.3	0	0	2	0	0	0	0	3.00	0.00	3
Differentiation Dimension 2.4	0	0	2	0	0	0	0	3.00	0.00	3
Monitor and Adjust Dimension 2.5	0	0	2	0	0	0	0	3.00	0.00	3
Classroom Environment, Routines and Procedures	0	0	2	0	0	0	0	3.00	0.00	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	1	1	0	0	0	0	3.50	0.50	4,3
Classroom Culture Dimension 3.3	0	0	2	0	0	0	0	3.00	0.00	3
Professional Demeanor and Ethics Dimension 4.1	0	0	2	0	0	0	0	3.00	0.00	3
Goal Setting Dimension 4.2	0	0	2	0	0	0	0	3.00	0.00	3
Professional Development Dimension 4.3	0	0	2	0	0	0	0	3.00	0.00	3

MLG Social Studies 4-8 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT	N/A	N/A	Mean	St.	Mode
					NEEDED				Devi	
Standards and Alignment Dimension 1.1	0	0	1	1	0	0	0	2.50	0.50	3, 2
Data and Assessment Dimension 1.2	0	0	2	0	0	0	0	3.00	0.00	3

Knowledge of Students Dimension 1.3	0	0	1	1	0	0	0	2.50	0.50	3, 2
Activities Dimension 1.4	0	0	2	0	0	0	0	3.00	0.00	3
Achieving Expectations Dimension 2.1	0	0	1	1	0	0	0	2.50	0.50	3, 2
Content Knowledge and Expertise Dimension 2.2	0	0	1	1	0	0	0	2.50	0.50	3, 2
Communication Dimension 2.3	0	0	2	0	0	0	0	3.00	0.00	3
Differentiation Dimension 2.4	0	0	2	0	0	0	0	3.00	0.00	3
Monitor and Adjust Dimension 2.5	0	0	2	0	0	0	0	3.00	0.00	3
Classroom Environment, Routines and Procedures	0	0	2	0	0	0	0	3.00	0.00	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	0	2	0	0	0	0	3.00	0.00	3
Classroom Culture Dimension 3.3	0	0	2	0	0	0	0	3.00	0.00	3
Professional Demeanor and Ethics Dimension 4.1	0	0	2	0	0	0	0	3.00	0.00	3
Goal Setting Dimension 4.2	0	0	2	0	0	0	0	3.00	0.00	3
Professional Development Dimension 4.3	0	0	2	0	0	0	0	3.00	0.00	3

3. T-TESS Rubric Formal 1 Summary for Secondary Education (SCED) Candidates (including ELAR 7-12, History 7-12, Math 7-12, Science 7-12, Social Studies 7-12, Physical Education Early Childhood-12) in Spring 2017

Table 7

SCED ELAR 7-12 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/ A	N/ A	Mea n	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	0	4	0	0	0	0	3.00	0.00	3
Data and Assessment Dimension 1.2	0	0	4	0	0	0	0	3.00	0.00	3
Knowledge of Students Dimension 1.3	0	0	4	0	0	0	0	3.00	0.00	3
Activities Dimension 1.4	0	1	3	0	0	0	0	3.25	0.43	3
Achieving Expectations Dimension 2.1	0	1	3	0	0	0	0	3.25	0.43	3
Content Knowledge and Expertise Dimension 2.2	0	1	3	0	0	0	0	3.25	0.43	3
Communication Dimension 2.3	0	1	3	0	0	0	0	3.25	0.43	3
2.5 Differentiation Dimension 2.4	0	2	2	0	0	0	0	3.50	0.50	4, 3
Monitor and Adjust Dimension 2.5	0	1	3	0	0	0	0	3.25	0.43	3
Classroom Environment, Routines and Procedures	0	1	3	0	0	0	0	3.25	0.43	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	1	2	1	0	0	0	3.00	0.71	3
Classroom Culture Dimension 3.3	0	2	2	0	0	0	0	3.50	0.50	4,3
Professional Demeanor and Ethics Dimension 4.1	0	1	3	0	0	0	0	3.25	0.43	3

Goal Setting Dimension 4.2	0	0	4	0	0	0	0	3.00	0.00	3
Professional Development Dimension 4.3	0	0	2	2	0	0	0	2.50	0.50	3, 2

SCED History 7-12 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	2	2	0	0	0	0	3.50	0.50	4, 3
Data and Assessment Dimension 1.2	0	1	2	1	0	0	0	3.00	0.71	3
Knowledge of Students Dimension 1.3	0	1	3	0	0	0	0	3.25	0.43	3
Activities Dimension 1.4	0	0	4	0	0	0	0	3.00	0.00	3
Achieving Expectations Dimension 2.1	0	2	2	0	0	0	0	3.50	0.50	4, 3
Content Knowledge and Expertise Dimension 2.2	0	2	2	0	0	0	0	3.50	0.50	4, 3
Communication Dimension 2.3	0	1	3	0	0	0	0	3.25	0.43	3
Differentiation Dimension 2.4	0	1	3	0	0	0	0	3.25	0.43	3
Monitor and Adjust Dimension 2.5	0	1	3	0	0	0	0	3.25	0.43	3
Classroom Environment, Routines and Procedures	0	1	3	0	0	0	0	3.25	0.43	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	1	3	0	0	0	0	3.25	0.43	3
Classroom Culture Dimension 3.3	0	2	1	1	0	0	0	3.25	0.83	4

Professional Demeanor and Ethics Dimension 4.1	1	0	3	0	0	0	0	3.50	0.87	3
Goal Setting Dimension 4.2 Professional Development Dimension 4.3	0 0	1 1	2 2	1 1	0 0	0 0	0 0	3.00 3.00	0.71 0.71	3 3

SCED Math 7-12 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	0	1	0	0	0	0	3.00	0.00	3
Data and Assessment Dimension 1.2	0	0	1	0	0	0	0	3.00	0.00	3
Knowledge of Students Dimension 1.3	0	0	1	0	0	0	0	3.00	0.00	3
Activities Dimension 1.4	0	0	1	0	0	0	0	3.00	0.00	3
Achieving Expectations Dimension 2.1	0	1	0	0	0	0	0	4.00	0.00	4
Content Knowledge and Expertise Dimension 2.2	0	1	0	0	0	0	0	4.00	0.00	4
Communication Dimension 2.3	0	1	0	0	0	0	0	4.00	0.00	4
Differentiation Dimension 2.4	0	0	1	0	0	0	0	3.00	0.00	3
Monitor and Adjust Dimension 2.5	0	0	1	0	0	0	0	3.00	0.00	3
Classroom Environment, Routines and Procedures Dimension 3.1	0	1	0	0	0	0	0	4.00	0.00	4
Managing Student Behavior Dimension 3.2	0	1	0	0	0	0	0	4.00	0.00	4
Classroom Culture Dimension 3.3	0	1	0	0	0	0	0	4.00	0.00	4

Indicators of Teaching Effectiveness (Component 4.2)

Professional Demeanor and Ethics Dimension 4.1	0	1	0	0	0	0	0	4.00	0.00	4
Goal Setting Dimension 4.2	0	0	1	0	0	0	0	3.00	0.00	3
Professional Development Dimension 4.3	0	0	0	0	0	1	0	0.00	0.00	No Mode

Table 10

SCED Science 7-12 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi	Mode
Standards and Alignment Dimension 1.1	0	0	1	0	0	0	0	3.00	0.00	3
Data and Assessment Dimension 1.2	0	0	1	0	0	0	0	3.00	0.00	3
Knowledge of Students Dimension 1.3	0	0	1	0	0	0	0	3.00	0.00	3
Activities Dimension 1.4	0	0	1	0	0	0	0	3.00	0.00	3
Achieving Expectations Dimension 2.1	0	0	1	0	0	0	0	3.00	0.00	3
Content Knowledge and Expertise Dimension 2.2	0	0	1	0	0	0	0	3.00	0.00	3
Communication Dimension 2.3	0	0	1	0	0	0	0	3.00	0.00	3
Differentiation Dimension 2.4	0	0	1	0	0	0	0	3.00	0.00	3
Monitor and Adjust Dimension 2.5	0	0	1	0	0	0	0	3.00	0.00	3
Classroom Environment, Routines and Procedures Dimension 3.1	0	0	1	0	0	0	0	3.00	0.00	3
Managing Student Behavior Dimension 3.2	0	0	1	0	0	0	0	3.00	0.00	3
Classroom Culture Dimension 3.3	0	0	1	0	0	0	0	3.00	0.00	3

Professional Demeanor and Ethics Dimension 4.1	0	0	1	0	0	0	0	3.00	0.00	3
Goal Setting Dimension 4.2	0	0	1	0	0	0	0	3.00	0.00	3
Professional Development Dimension 4.3	0	0	1	0	0	0	0	3.00	0.00	3

SCED Social Studies EC-12 T-TESS rated by Field Supervisor (Elementary placement and Secondary placement combined)

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi.	Mode
Standards and Alignment Dimension 1.1	0	2	0	0	0	0	0	4.00	0.00	4
Data and Assessment Dimension 1.2	0	0	2	0	0	0	0	3.00	0.00	3
Knowledge of Students Dimension 1.3	0	2	0	0	0	0	0	4.00	0.00	4
Activities Dimension 1.4	0	0	2	0	0	0	0	3.00	0.00	3
Achieving Expectations Dimension 2.1	0	1	1	0	0	0	0	3.50	0.50	4, 3
Content Knowledge and Expertise Dimension 2.2	0	2	0	0	0	0	0	4.00	0.00	4
Communication Dimension 2.3	0	2	0	0	0	0	0	4.00	0.00	4
Differentiation Dimension 2.4	0	1	1	0	0	0	0	3.50	0.50	4, 3
Monitor and Adjust Dimension 2.5	0	0	2	0	0	0	0	3.00	0.00	3
Classroom Environment, Routines and Procedures Dimension 3.1	0	1	1	0	0	0	0	3.50	0.50	4, 3
Managing Student Behavior Dimension 3.2	0	0	2	0	0	0	0	3.00	0.00	3

Classroom Culture Dimension 3.3	0	1	1	0	0	0	0	3.50	0.50	4, 3
Professional Demeanor and Ethics Dimension 4.1	0	2	0	0	0	0	0	4.00	0.00	4
Goal Setting Dimension 4.2	0	2	0	0	0	0	0	4.00	0.00	4
Professional Development Dimension 4.3	0	0	2	0	0	0	0	3.00	0.00	3

SCED Physical Education EC-12 T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHE D	PROFICIEN T	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi.	Mode
Standards and Alignment Dimension 1.1	0	0	11	6	0	1	0	2.65	0.48	3
Data and Assessment Dimension 1.2	0	0	7	9	1	1	0	2.35	0.59	2
Knowledge of Students Dimension 1.3	0	0	10	7	0	1	0	2.59	0.49	3
Activities Dimension 1.4	0	0	9	8	1	0	0	2.44	0.60	3
Achieving Expectations Dimension 2.1	0	1	7	10	0	0	0	2.50	0.60	2
Content Knowledge and Expertise Dimension 2.2	0	1	9	8	0	0	0	2.61	0.59	3
Communication Dimension 2.3	0	1	11	5	0	1	0	2.76	0.55	3
Differentiation Dimension 2.4	0	0	9	7	0	2	0	2.56	0.50	3

Monitor and Adjust Dimension 2.5	0	0	11	6	0	1	0	2.65	0.48	3
Classroom Environment, Routines and Procedures	0	1	13	3	0	1	0	2.88	0.47	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	1	12	5	0	0	0	2.78	0.53	3
Classroom Culture Dimension 3.3	0	1	12	5	0	0	0	2.78	0.53	3
Professional Demeanor and Ethics Dimension 4.1	0	1	11	5	1	0	0	2.67	0.67	3
Goal Setting Dimension 4.2	0	0	7	11	0	0	0	2.39	0.49	2
Professional Development Dimension 4.3	0	0	6	10	0	1	1	2.38	0.48	2

Sub Table 11.1

SCED Physical Education EC-12 ELE Placement T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi.	Mode
Standards and Alignment Dimension 1.1	0	0	8	3	0	0	0	2.73	0.45	3
Data and Assessment Dimension 1.2	0	0	4	7	0	0	0	2.36	0.48	2
Knowledge of Students Dimension 1.3	0	0	5	6	0	0	0	2.45	0.50	2
Activities Dimension 1.4	0	0	3	8	0	0	0	2.27	0.45	2
Achieving Expectations Dimension 2.1	0	0	4	7	0	0	0	2.36	0.48	2

Content Knowledge and Expertise Dimension 2.2	0	1	3	7	0	0	0	2.45	0.66	2
Communication Dimension 2.3	0	0	6	5	0	0	0	2.55	0.50	3
Differentiation Dimension 2.4	0	0	5	5	0	1	0	2.50	0.50	3, 2
Monitor and Adjust Dimension 2.5	0	0	5	6	0	0	0	2.45	0.50	2
Classroom Environment, Routines and Procedures	0	0	8	3	0	0	0	2.73	0.45	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	0	8	3	0	0	0	2.73	0.45	3
Classroom Culture Dimension 3.3	0	0	7	4	0	0	0	2.64	0.48	3
Professional Demeanor and Ethics Dimension 4.1	0	0	8	3	0	0	0	2.73	0.45	3
Goal Setting Dimension 4.2	0	0	2	9	0	0	0	2.18	0.39	2
Professional Development Dimension 4.3	0	0	2	8	0	0	1	2.20	0.40	2

Sub Table 11.2

SCED Physical Education 7-12 SED Placement T-TESS rated by Field Supervisor

	DISTINGUISHED	ACCOMPLISHED	PROFICIENT	DEVELOPING	IMPROVEMENT NEEDED	N/A	N/A	Mean	St. Devi.	Mode
Standards and Alignment Dimension 1.1	0	0	2	2	0	0	0	2.50	0.50	3, 2
Data and Assessment Dimension 1.2	0	0	2	2	0	0	0	2.50	0.50	3, 2

Knowledge of Students Dimension 1.3	0	0	4	0	0	0	0	3.00	0.00	3
Activities Dimension 1.4	0	0	4	0	0	0	0	3.00	0.00	3
Achieving Expectations Dimension 2.1	0	1	1	2	0	0	0	2.75	0.83	2
Content Knowledge and Expertise Dimension 2.2	0	0	4	0	0	0	0	3.00	0.00	3
Communication Dimension 2.3	0	1	3	0	0	0	0	3.25	0.43	3
Differentiation Dimension 2.4	0	0	2	2	0	0	0	2.50	0.50	3, 2
Monitor and Adjust Dimension 2.5	0	0	4	0	0	0	0	3.00	0.00	3
Classroom Environment, Routines and Procedures	0	1	3	0	0	0	0	3.25	0.43	3
Dimension 3.1 Managing Student Behavior Dimension 3.2	0	1	2	1	0	0	0	3.00	0.71	3
Classroom Culture Dimension 3.3	0	1	2	1	0	0	0	3.00	0.71	3
Professional Demeanor and Ethics Dimension 4.1	0	1	2	1	0	0	0	3.00	0.71	3
Goal Setting Dimension 4.2	0	0	3	1	0	0	0	2.75	0.43	3
Professional Development Dimension 4.3	0	0	3	1	0	0	0	2.75	0.43	3